

Allied Health Scientific & Technical Position Description (District)

Role title:	Audiologist
Reports to:	Operationally: Unit Manager/Service Manager Ophthalmology/ENT Professionally: Professional Leader Audiology
Directorate:	Surgical
Direct reports:	Nil
Location:	Dunedin Hospital

Role of the District Health Board

Our Vision:

- Better Health, Better Lives, Whanau Ora.

Our Mission:

- We work in partnership with people and communities to achieve their optimum health and wellbeing.
- We seek excellence through a culture of learning, enquiry, service and caring.

Kind Manaakitanga	Looking after our people: we respect and support each other. Our hospitality and kindness foster better care.
Open Pono	Being sincere: we listen, hear and communicate openly and honestly. Treat people how they would like to be treated.
Positive Whaiwhakaaro	Best action: we are thoughtful, bring a positive attitude and are always looking to do things better.
Community Whanaungatanga	As family: we are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.

Our Statutory Purpose:

- To improve, promote and protect the health of our population.
- Promote the integration of health services across primary and secondary care services.
- Seek the optimum arrangement for the most effective and efficient delivery of health services.
- Promote effective care or support for those in need of personal health or disability support services.
- Promote the inclusion and participation in society and the independence of people with disabilities.

- Reduce health disparities by improving health outcomes for Maori and other population groups.
- Foster community participation in health improvement, and in planning for the provision of, and changes to the provision of services.
- Uphold the ethical and quality standards expected of us and to exhibit a sense of social and environmental responsibility.

Purpose of the Role

Allied Health, Scientific and Technical professionals work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve.

This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Southern DHB in a way that is consistent with the Organisation's vision and values. This way of working will ultimately benefit all our patients and communities.

Organisational Competencies

Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers. Gets first hand customer information and uses it for improvements in products and services. Acts with customers in mind. Establishes and maintains effective relationships with customers and gains their trust and respect.
Integrity and Trust	Is widely trusted. Is seen as a direct, truthful individual. Can present the unvarnished truth in an appropriate and helpful manner. Keeps confidences. Admits mistakes. Doesn't misrepresent him/herself for personal gain.
Drive for Results	Can be counted on to exceed goals successfully. Is constantly and consistently one of the top performers. Very bottom line oriented. Steadfastly pushes self and others for results.
Managing Diversity	Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities irrespective of age and gender; supports equal and fair treatment and opportunity for all

Role Specific Competencies

Priority Setting	Spends own time and the time of others on what is important. Can quickly sense what will help or hinder when seeking to accomplish goals. Creates focus
Problem Solving	Uses logic and established processes to solve problems and achieve effective solutions. Can see hidden problems. Looks beyond the obvious. Doesn't stop at the first answers

Key Relationships

Internal AHS&T professional leaders (PLs) Multidisciplinary colleagues Operational manager AHS&T professional development facilitator Administration staff	External Clients, patients, families (whanau) and caregivers Services from the community, funding bodies, student or intern clinical liaison staff Primary care - GPs, other medical staff Relevant professional organisations Other service providers
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Knowledge, Experience and Skills Required		
<p>Essential criteria</p> <ul style="list-style-type: none"> • Must either be an AHS&T professional and/or be committed to completing appropriate training to become an AHS&T professional • A high level of interpersonal and communication skills <p>Experience/knowledge</p> <ul style="list-style-type: none"> • Ability to work in a supportive and honest manner • Ability to motivate others • Able to gain peer credibility and respect • Accept responsibility for own actions • Possess the ability to problem solve and demonstrate initiative 		
Key Accountabilities	Deliverables	Example Measures
Clinical Practice		
Legislative requirements	<ul style="list-style-type: none"> • Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights • Uphold professional code of ethics 	<ul style="list-style-type: none"> • Adheres to professional and legislative standards of practice • Works according to the scope of Annual Practising Certificate
Assessments, treatment and interventions	<ul style="list-style-type: none"> • Undertake accurate and comprehensive assessments and evaluations • Plan and implement appropriate interventions or treatments • Provide relevant education including possible treatment options and alternatives in a format that can be clearly understood • Collaborate with patients to set realistic, patient-centred goals 	<ul style="list-style-type: none"> • Treatment plans are realistic and based on best practice • Uses standard measurement tools and equipment as set down by departmental or professional protocols
Documentation	<ul style="list-style-type: none"> • Maintain confidentiality of patient information and documentation • Adhere to SDHB's documentation standards 	<ul style="list-style-type: none"> • Documentation is timely, clear, concise and accurate
Culturally sensitive practice	<ul style="list-style-type: none"> • Practise in a culturally safe manner 	<ul style="list-style-type: none"> • Assists patients to gain appropriate support and representation which reflects their cultural needs and preferences
Professional Responsibilities		
Work in a collegial manner	<ul style="list-style-type: none"> • Contribute to the support and education of colleagues and students to enhance development of the profession • Participate in and contribute to the functioning of the team • Establish and maintain an effective working relationship with other staff 	<ul style="list-style-type: none"> • Formal and informal systems in place for supporting colleagues • Supervision records for students • Participate as a team member to ensure the best outcomes for patients/ people

Key Accountabilities	Deliverables	Example Measures
Evidence-based practice and research	<ul style="list-style-type: none"> Consistently refer to and relate practice to literature and research Critique, discuss and disseminate evidence based best practice Reflect on and evaluate the effectiveness of own practice 	<ul style="list-style-type: none"> Implementation of evidence-based best practice procedures and guidelines Updates knowledge related to best practice guidelines and area of practice Professional portfolio or participation in an approved CPD programme (as per professional requirements)
Time management	<ul style="list-style-type: none"> Manage own time adopting a disciplined approach to establishing and following identified role-related priorities 	<ul style="list-style-type: none"> Tasks are scheduled and completed in a timely manner
Professional development	<ul style="list-style-type: none"> Develop and maintain professional competency Appraisal, peer review, observed practice or other professional audits as applicable Develop both personally and professionally to meet the changing needs of own career and profession 	<ul style="list-style-type: none"> Holds current registration where applicable or as required Maintains an up-to-date professional development plan
Organisational Competencies		
Treaty of Waitangi Te Tiriti o Waitangi	<ul style="list-style-type: none"> The Southern District Health Board is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection. 	<ul style="list-style-type: none"> Participate in appropriate training Maintain cultural competence
Health and Safety	<ul style="list-style-type: none"> Foster and support commitment to achieving the highest level of health and safety, including identification and reporting of all hazards, assistance in resolving issues that may cause harm to staff, and working safely at all times. 	<ul style="list-style-type: none"> Identifies and reports hazards Assists with resolving issues that may cause harm to patients or staff Works safely at all times
Quality and Performance	<ul style="list-style-type: none"> Maintain professional and organisational quality standards. Ensure delivered work is planned, delivered, and implemented consistently against quality standards. Continuously identify improvement opportunities to perform job in most effective manner. Investigate opportunities to achieve goals in a more efficient way. 	<ul style="list-style-type: none"> Performance aligns with appropriate quality audit standards, Organisational requirements and professional standards

Note: The above example measures are provided as a guide only. The precise performance measures for this position will require further discussion and development as required to meet the needs of the Service

Role Descriptor

Profession Title: Audiologist

Professional Requirements and Role Specific Requirements

Professional requirements

- Must have a Masters degree in Audiology or equivalent
- Must be eligible for Full or Provisional Membership of the New Zealand Audiological Society and maintain membership throughout their employment with Southern DHB.
- Must maintain a continuing education record and be an active participant in the NZAS Clinical Competency programme.

Role specific requirements

This position involves the audiological assessment, diagnosis and rehabilitation of adult and paediatric patients seen within the Ear Nose and Throat service. It is primarily located at Dunedin Hospital but travel to Invercargill or other centres in the district may be required.

The Audiologist will:

- Work across the continuum of patient care to allow for skill development and sustained, high quality Audiology service provision to the people of Otago and Southland.
- Work actively and co-operatively in a multi-disciplinary team and liaise appropriately with relevant health care professionals
- Implement NZAS Standards of Practice, Best Practice Guidelines and the Policy and Quality Standards of the Universal Newborn Hearing Screening and Early Intervention Programme in clinical practice
- Ensure day to day maintenance of audiological equipment
- Perform other duties relevant to the position as required

Note: The above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

I have read and understand the above position description and role descriptor:

Name: _____

Signed: _____

Date: _____